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ABSTRACT

Trends in college faculty salaries for 1976-1986 are reported based on the surveys of "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty," which are part of the Higher Education General Information Survey (HEGIS). Information is provided on salaries by faculty rank and sex and by type and control of institution. Faculty pay in 1986 was 3% to 6% lower in purchasing power than in 1976-1977. Although salaries decreased at each rank, the average salary in constant dollars for all ranks remained almost unchanged over the 10 years, $32,600 in 1976-1977 and $32,400 in 1985-1986. The reason is that a higher proportion of faculty became professors and earned the highest faculty salaries. While average salaries between ranks showed consistent patterns, there were variations by rank within institutional type (universities, other four-year, and two-year) and control (public or private). In 1985-1986 public universities' average salaries of $36,200 were 9.1% less than the $39,800 earned at private institutions. In other four-year institutions, a different pattern emerged in average faculty salaries. As in 1976-1977, average faculty salaries for men in 1985-1986 were considerably higher than for women. Statistical tables and a technical appendix are included. (SW)

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U.S. Department of Education - Office of Educational Research and Improvement

Center for Education Statistics August 1987

College Faculty Salaries, 1976-1986

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Center for Education Statistics

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August 1987

College Faculty Salaries, 1976-1986

Faculty salaries lost ground to inflation in the 5 school years between 1977 and 1981. In the next 5 years, pay raises outpaced inflation but did not make up the earlier losses. Center for Education Statistics studies show faculty pay in 1986 is still 3 to 6 percent lower in purchasing power than in 1976-77 (figures 1 and 2).[1]

The pattern of decreasing salaries (in constant dollars) over the 10 years was consistent for men and women and by type and control of institution. There were two notable exceptions: salaries of professors at private universities increased (in 1985-86 constant dollars) from $49,900 in 1976-77 to $51,700 in 1985-86, a real increase of 3.6 percent; and salaries of assistant professors in private universities increased 3.2 percent, from $28,300 to $29,200.

These trend data are from the 1976-77 through 1985-86 surveys of "Salaries, Tenure and Fringe Benefits of Full-Time Instructional Faculty." These surveys were conducted annually by the Center for Education Statistics as part of the Higher Education General Information Survey (HEGIS). Information on the survey methodology is in the technical appendix.

Salaries by Faculty Rank

Although salaries decreased at each rank, the average salary in constant dollars for all ranks remained almost unchanged over the 10 years - $32,600 in 1976-77 compared with $32,400 in 1985-86. The reason for this anomaly is a higher proportion of faculty now are professors and earn the highest faculty salaries. Only 23 percent of faculty were professors in 1976-77; about 30 percent were professors by 1985-86 (figure 3).[2] There was also a slight increase (1 percent) in the proportion of associate professors and significant declines in the proportions of assistant professors and instructors (4.7 and 2.4 percent).

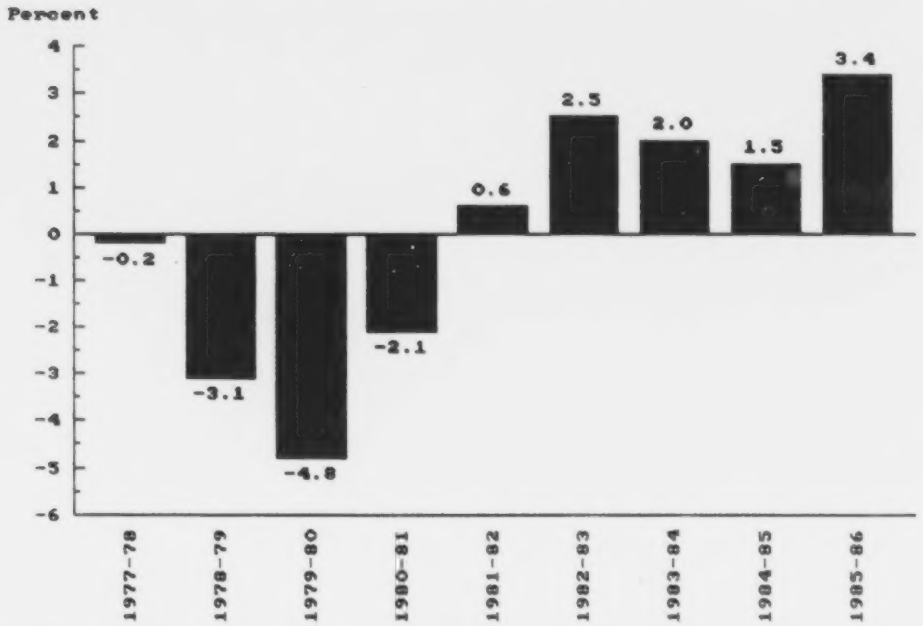
The average salary, at each rank, grew at a suprisingly constant rate (in current dollars). Average salary for assistant professor went up 79 percent; for "no academic rank" category, 75 percent. Growth rates for all other ranks fell between these two. These parallel increases suggest pay raises were applied equally across all ranks (table 1).

Another factor supporting this premise is the consistent percentage differential in average salaries between ranks. For example, in 1976-77 assistant professors earned an average of $14,700 (current dollars); associate

[1]Data are for faculty on 9- or 10-month contracts. All constant dollar figures are calculated using the Bureau of Labor Statistics' Consumer Price Index. All calculations were performed on the actual, rather than the rounded, data.

[2]See appendix table A for faculty distribution by rank.

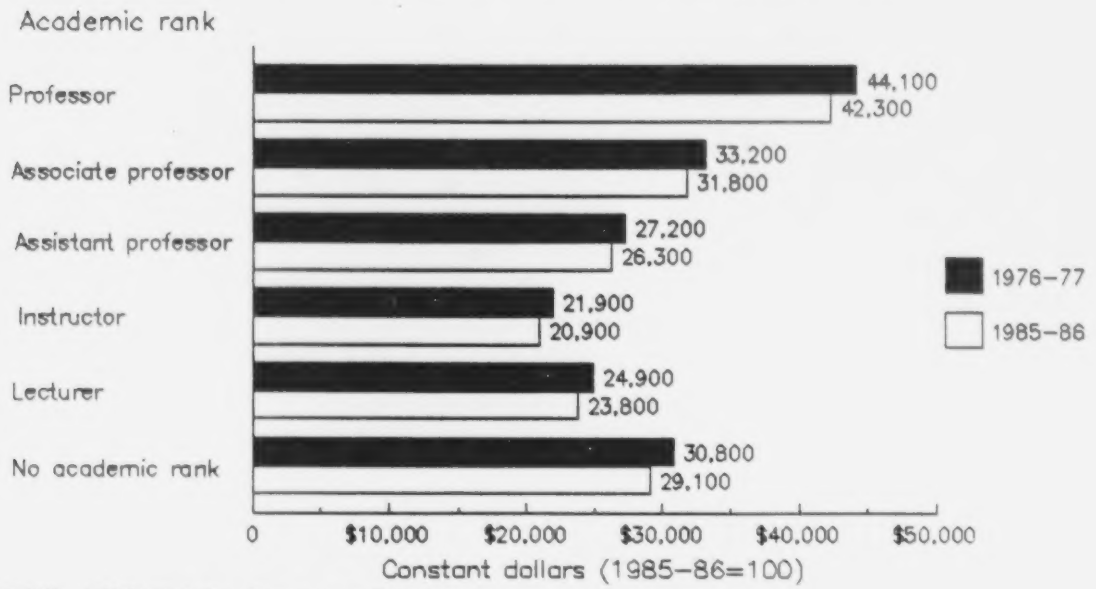
Figure 1.--Annual percent change in average full-time instructional faculty salaries adjusted for inflation: 1977-78 through 1985-86



SOURCE: HEGIS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty" survey, academic years 1976-77 through 1985-86

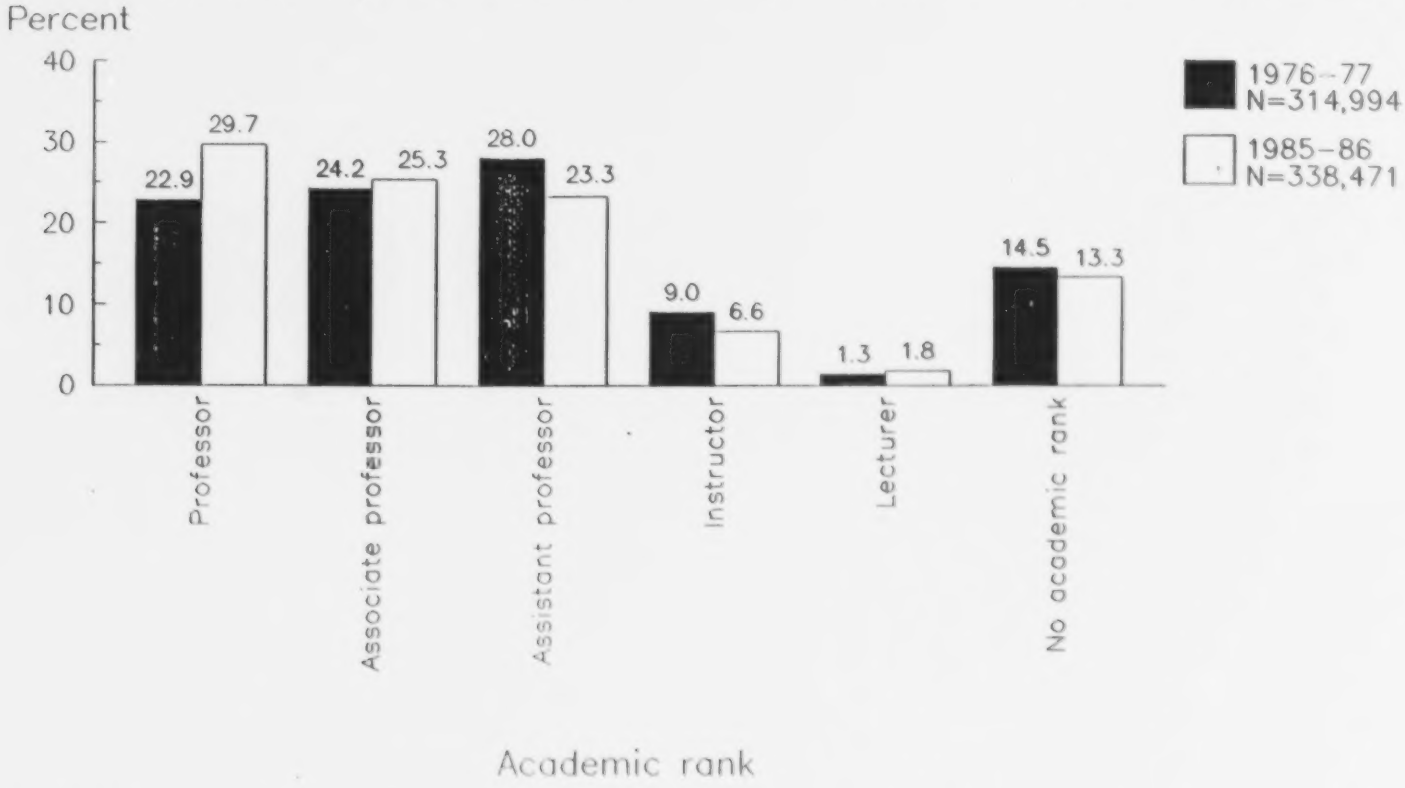
Note - 1983-84 data were estimated.

Figure 2.--Average faculty salaries in constant dollars at institutions of higher education, by academic rank: 1976-77 and 1985-86



SOURCE: HEGIS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty" survey, academic years 1976-77 and 1985-86

Figure 3.--Percent distribution of full-time instructional faculty in institutions of higher education, by academic rank: 1976-77 and 1985-86



SOURCE: HEGIS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty" surveys, academic years 1976-77 and 1985-86

Table 1.--Average salaries of full-time instructional faculty on 9- or 10-month contracts, by academic year, and by academic rank United States, 1976-77 through 1985-86

Academic year	Professor		Associate professor		Assistant professor		Instructor		Lecturer		No academic rank	
	Average salary	Annual percent change	Average salary	Annual percent change	Average salary	Annual percent change	Average salary	Annual percent change	Average salary	Annual percent change	Average salary	Annual percent change
						Constant 1985-86 dollars						
1976-77	$44,100	-	$33,200	-	$27,200	-	$21,900	-	$24,900	-	$30,800	-
1977-78	43,700	-1.0	33,000	-0.6	27,000	-0.8	21,700	-1.0	25,200	1.3	31,000	0.4
1978-79	42,000	-3.7	31,800	-3.5	26,000	-3.6	21,000	-3.5	24,300	-3.8	29,800	-3.8
1979-80	39,800	-5.3	30,100	-5.5	24,500	-5.8	19,700	-6.2	22,600	-6.9	28,700	-3.7
1980-81	38,700	-2.8	29,200	-2.9	23,800	-3.0	19,100	-2.8	22,000	-2.9	28,100	-2.1
1981-82	38,800	0.2	29,300	0.2	23,800	0.4	19,100	-0.2	21,900	-0.3	28,200	0.3
1982-83	39,500	1.9	29,900	2.2	24,500	2.7	19,600	2.6	22,400	2.6	28,400	0.8
1984-85	40,900	*	30,800	*	25,400	*	20,100	*	23,000	*	28,300	*
1985-86	42,300	3.4	31,800	3.2	26,300	3.5	20,900	3.9	23,800	3.4	29,100	2.6
						Current dollars						
1976-77	$23,800	-	$17,900	-	$14,700	-	$11,800	-	$13,400	-	$16,600	-
1977-78	25,100	5.6	19,000	6.0	15,500	5.9	12,500	5.7	14,500	8.2	17,800	7.2
1978-79	26,500	5.3	20,000	5.6	16,400	5.4	13,200	5.5	15,300	5.2	18,800	5.2
1979-80	28,400	7.2	21,500	7.0	17,500	6.7	14,000	6.3	16,100	5.5	20,500	9.1
1980-81	30,800	8.5	23,300	8.4	18,900	8.3	15,200	8.5	17,500	8.4	22,400	9.2
1981-82	33,500	8.8	25,300	8.9	20,600	9.1	16,500	8.5	18,900	8.3	24,400	9.0
1982-83	35,600	6.3	27,000	6.5	22,100	7.0	17,700	7.0	20,200	6.9	25,600	5.0
1984-85	39,700	*	29,900	*	24,700	*	19,600	*	22,300	*	27,500	*
1985-86	42,300	6.4	31,800	6.2	26,300	6.5	20,900	6.9	23,800	6.4	29,100	5.6

-Not applicable.
*Not computed. The data for the 1983-84 academic year were not edited; thus, they could not be analyzed.
Note.--All calculations were performed on actual, rather than rounded data.
SOURCE: HEGIS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty" surveys.

professors earned $17,900, 22 percent more than assistants; and professors earned $23,800, 33 percent more than associate professors. In 1985-86, associate professors earned 21 percent more on the average than assistant professors, and professors still earned 33 percent more than associate professors.

The patterns in average salaries were similar among the other academic ranks. In 1976-77, instructors earned an average of $11,800 (current dollars); lecturers earned $13,400, 13 percent more than instructors; and individuals with no academic rank earned $16,600, 24 percent more than lecturers. In 1985-86, lecturers earned 14 percent more than instructors and those with no academic rank earned 22 percent more than lecturers.

Salaries by Type and Control of Institution

While average salaries between ranks showed consistent patterns, there were variations by rank within institutional type (universities, other 4-year, and 2-year) and control (public or private). However, these variations showed their own consistent trends.

One major trend was the widening gap between public and private university salaries. For example, in 1976-77, public universities' average salaries of $19,400 were 4.7 percent less than the $20,400 earned at private universities (table 2). By 1985-86, the gap widened to 9.1 percent when average salaries reached $36,200 for public and $39,800 for private institutions. Average salary differentials between public and private universities widened across all ranks with the biggest differences in the professor and instructor ranks.

In other 4-year institutions, a different pattern emerged in average faculty salaries. Public 4-year institutions had higher average salaries than private institutions in 1976-77 ($17,500 compared with $15,200) and in 1985-86 ($33,000 compared with $29,000). However, the percentage difference narrowed from 14.8 to 13.8 percent. Most of this can be attributed to the average salaries of professors, where the percent difference decreased 4.6 percentage points (from 14.3 to 9.7). The average salaries and differentials in the other 4-year institutional faculty ranks were more diverse. Public institutions had higher average salaries. But the percentage differences with private institutions went up in two ranks (assistant professor and no academic rank) and down in the other three (associate professor, instructor, and lecturer).

Two-year institutions provide greater contrasts in average salaries by type, control, and rank. Public 2-year institutions had much higher average faculty salaries for all ranks than private 2-year schools ($29,600 compared with $19,400 in 1985-86). The average salary differential between public and private 2-year schools actually increased from 43.4 percent in 1976-77, to 52.2 percent in 1985-86. All ranks increased except the professor category which decreased from 50.5 to 48.5 percent.

There are big differences between public and private institutions in average faculty salaries by institutional type and faculty rank. In private institutions, average faculty salaries in 1985-86 were highest in universities, next highest in other 4-year schools, and lowest in 2-year institutions. For example, professors in private universities had higher average salaries than professors in other 4-year private institutions ($51,700 compared with $37,800, about 37 percent higher). Professors in other 4-year schools had, in turn,

Table 2.--Average salaries in current dollars of full-time instructional faculty on 9- or 10-month contracts, by academic rank, and by type and control of institution: United States, 1976-77 and 1985-86

Academic rank and institutional type	1976-77			1985-86		
	Public	Private	Percent difference	Public	Private	Percent difference
All ranks combined						
Universities	$19,400	$20,400	-4.7	$36,200	$39,800	-9.1
Other 4-year	17,500	15,200	14.8	33,000	29,000	13.8
Two-year	16,700	11,600	43.4	29,600	19,400	52.2
Professor						
Universities	25,500	26,900	-5.3	45,700	51,700	-11.7
Other 4-year	23,100	20,200	14.3	41,500	37,800	9.7
Two-year	21,400	14,200	50.5	36,400	24,500	48.5
Associate professor						
Universities	18,800	18,900	-0.6	33,000	35,400	-6.7
Other 4-year	18,100	15,800	14.4	32,500	28,900	12.5
Two-year	18,100	14,000	29.8	30,700	22,300	37.9
Assistant professor						
Universities	15,300	15,300	0.3	27,900	29,200	-4.5
Other 4-year	14,900	13,200	12.3	26,800	23,800	12.6
Two-year	15,000	12,000	25.0	26,200	19,300	35.6
Instructor						
Universities	11,900	12,300	-3.1	20,000	22,600	-11.3
Other 4-year	12,100	10,800	11.4	21,200	19,000	11.2
Two-year	12,400	9,500	30.6	22,800	16,400	39.0
Lecturer						
Universities	14,000	13,700	2.3	23,900	24,900	-4.0
Other 4-year	13,300	11,600	14.7	23,900	22,500	5.8
Two-year	11,600	*	*	23,500	*	*
No academic rank						
Universities	13,300	14,300	-6.6	24,200	26,600	-9.0
Other 4-year	13,400	12,600	6.8	25,300	23,300	8.5
Two-year	17,100	11,400	50.1	29,700	18,800	58.2

*The number of faculty reported in this category were too small to yield reliable results.
Note.--All calculations were performed on actual, rather than rounded data.
SOURCE: HEGIS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty" surveys.

higher average salaries than those in private 2-year institutions ($37,800 compared with $24,500 or a difference of 54 percent). This was the pattern for all faculty ranks.

The pattern was not as consistent for public institutions in 1985-86. While 2-year public institutions had lower average faculty salaries than 4-year and above institutions, the differences were not as great as in private schools. Professors in 2-year public institutions averaged $36,400 in salaries, about $9,300 dollars less than the average professor salaries in public universities ($45,700). The differences narrowed dramatically in the other faculty ranks. In 1985-86, 2-year public institutions nearly matched (within $1,700) the average salaries of 4-year and above schools for assistant professors. For instructors, the 2-year public institutions had slightly higher average faculty salaries than 4-year and above schools (figure 4). The averages were almost equal for lecturers. But for faculty with no academic rank, 2-year public institutions had significantly higher average salaries ($29,700 compared to $24,200 and $25,300 for universities and other 4-year institutions). The differences probably reflect the fact that faculty members at many 2-year public institutions are in the no academic rank category but have years of seniority and correspondingly higher salaries.

Faculty Salaries by Sex and Rank

As in 1976-77, average faculty salaries for men in 1985-86 were considerably higher than for women. The salary gap between men and women in constant 1985-86 dollars was largest at the rank of professor: men's salaries were $4,600 higher than women's in 1976-77 and $4,500 higher in 1985-86 (table 3). The salary gap narrowed slightly at no academic rank and lecturer. At the other three ranks men were paid more: $1,600 to $2,000 for associate professors, $1,100 to $2,100 for assistant professors and $900 to $1,500 for instructors.

When all ranks are averaged together, the salary gap between men and women widens: men earned from $6,100 more in 1976-77 to $6,700 in 1985-86. This gap is larger than the gap at each rank because of the distribution of men and women among the faculty. In 1985-86, 13 percent of women were professors, and 12 percent were instructors; 36 percent of men were professors and 4 percent were instructors.

For More Information

Computer tapes with data from the "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty" surveys are for sale. Call or write

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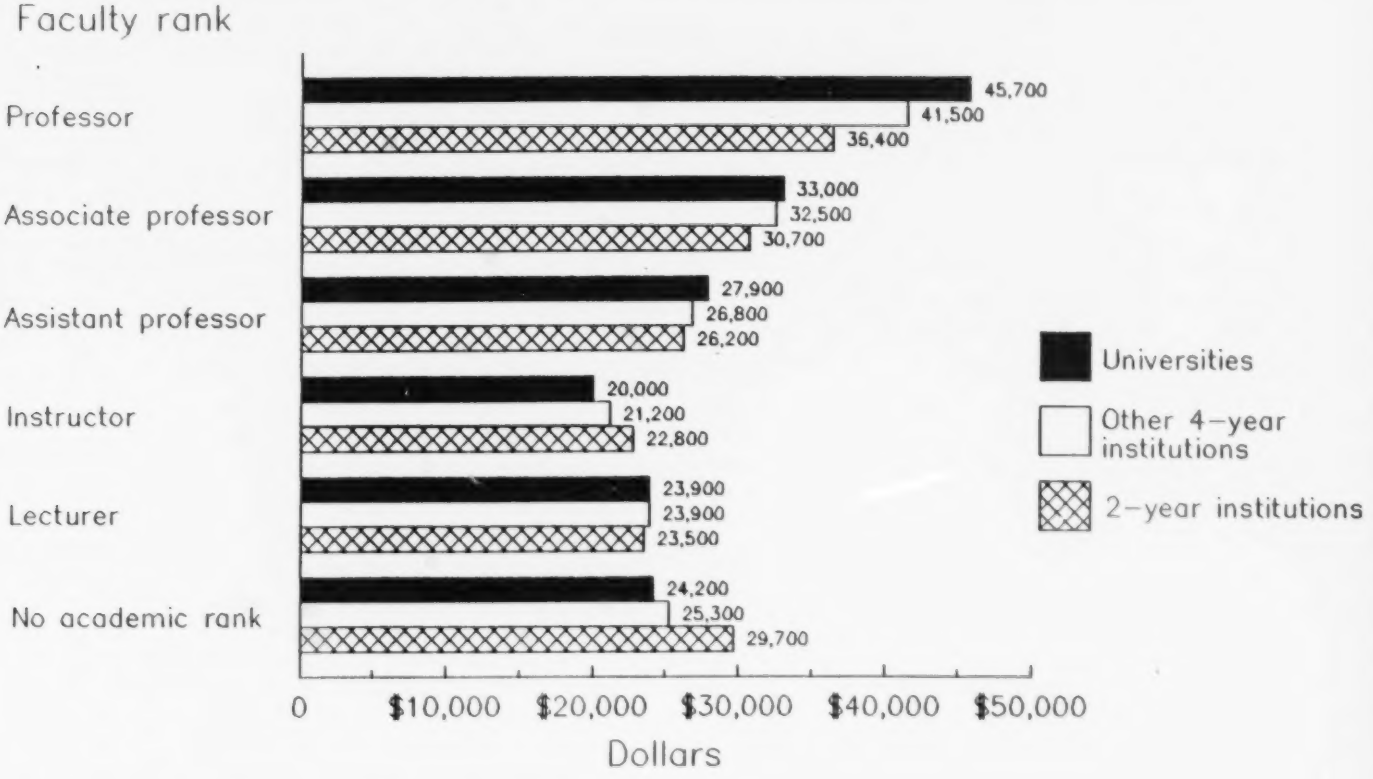
Figure 4.--Average faculty salaries in public institutions of higher education, by academic rank, and by type of institution: 1985-86



Source: HEGIS XXI "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty" survey, academic year 1985-86

Table 3--Average salaries in constant 1985-86 dollars of full-time instructional faculty on 9- or 10-month contracts in institutions of higher education, by academic rank, and by sex: United States, 1976-77 through 1985-86

Academic year and sex	All ranks combined	Professor	Associate professor	Assistant professor	Instructor	Lecturer	Undesignated or no academic rank
1976-77							
Total	$32,600	$44,100	$33,200	$27,200	$21,900	$24,900	$30,800
Male	34,100	44,500	33,500	27,500	22,400	26,200	32,000
Female	28,000	39,900	31,900	26,400	21,500	23,000	28,700
1977-78							
Total	32,500	43,700	33,000	27,000	21,700	25,200	31,000
Male	34,000	44,100	33,200	27,300	22,100	26,400	32,100
Female	28,100	39,900	31,800	26,200	21,300	23,800	28,900
1978-79							
Total	31,500	42,000	31,800	26,000	21,000	24,300	29,800
Male	33,000	42,400	32,100	26,400	21,300	25,300	30,900
Female	27,100	38,300	30,600	25,300	20,600	23,000	27,800
1979-80							
Total	30,000	39,800	30,100	24,500	19,700	22,600	28,700
Male	31,500	40,200	30,400	24,800	20,100	23,700	29,800
Female	25,800	36,300	28,900	23,800	19,300	21,200	26,700
1980-81							
Total	29,300	38,700	29,200	23,800	19,100	22,000	28,100
Male	30,800	39,000	29,500	24,200	19,600	23,200	29,100
Female	25,200	35,700	28,100	23,000	18,700	20,500	26,200
1981-82							
Total	29,500	38,800	29,300	23,800	19,100	21,900	28,200
Male	31,000	39,100	29,600	24,300	19,600	23,000	29,300
Female	25,300	35,700	28,200	23,000	18,600	20,600	26,300
1982-83							
Total	30,300	39,500	29,900	24,500	19,600	22,400	28,400
Male	31,900	39,900	30,300	25,100	20,200	23,700	29,500
Female	25,900	36,200	28,700	23,500	19,000	21,100	26,500
1983-84 *							
1984-85							
Total	31,300	40,900	30,800	25,400	20,100	23,000	28,300
Male	33,100	41,400	31,300	26,100	20,900	24,200	29,400
Female	26,700	36,900	29,300	24,300	19,500	21,600	26,700
1985-86							
Total	32,400	42,300	31,800	26,300	20,900	23,800	29,100
Male	34,300	42,800	32,300	27,100	21,700	25,200	30,300
Female	27,600	38,300	30,300	25,000	20,200	22,300	27,200

* The data for the 1983-84 academic year were not edited; thus, they could not be analyzed.
SOURCE: HEGIS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty" surveys.

For information about this bulletin contact Martin Frankel, Center for Education Statistics, 555 New Jersey Avenue NW., Washington, D.C. 20208-1404, telephone number (202) 357-6352.

Technical Appendix

The statistics in this bulletin are based on data reported by institutions of higher education in the 1976-77 through 1985-86[3] surveys, "Salaries, Tenure and Fringe Benefits of Full-Time Instructional Faculty." These surveys were part of the Higher Education General Information Survey (HEGIS) which was sent to the universe of institutions of higher education (3,388 in 1985-86). Response rates ranged from a low of 86 percent in 1984-85 to a high of 91 percent in 1977-78. The data in this bulletin do not include imputations for nonresponding institutions.

In 1983, institutions were reviewed for meeting the HEGIS definition of a university, which includes offering at least 2 first-professional programs. After the review, the number of universities in the survey decreased from 156 in 1982-83 to 115 in 1984-85 and 1985-86. Therefore, trends for average salaries in universities and other 4-year institutions are not strictly comparable over the 10 year period of this report.

For each category of faculty rank by sex, institutions were asked to give the number and total salary outlay for full-time instructional faculty on 9- or 10-month contracts. The same information was asked for faculty on 11- or 12-month contracts, but these data are not in this report because most instructional faculty are on 9- or 10-month contracts (86.4 percent in 1985-86).

Appendix table A shows the number of faculty by sex and rank for each year salary averages were computed. Average salaries were converted to 1985-86 constant dollars using the Consumer Price Index. See appendix table D for the conversion factors.

The following people helped with this bulletin: Peer reviewers were W. Lee Hanson, University of Wisconsin - Madison, Curtis O. Baker and John P. Sietsema, statisticians with the Center for Education Statistics. The data were prepared by Fred W. Fisher and Summer Whitener under the guidance of Paul Mertins, Intergrated Postsecondary Education Data System (IPEDS) Finance Survey Director. Aurora M. D'Amico did the quality control checks and final table preparation.

[3]Data were not analyzed in 1983-84

Appendix table A.--Number of reported full-time instructional faculty on 9- or 10-month contracts, by academic year, and by academic rank, and by sex: United States, 1976-77 through 1985-86

Academic year and sex	All ranks combined	Professor	Associate professor	Assistant professor	Instructor	Lecturer	Undesignated or no academic rank
1976-77							
Total	314,994	72,252	76,383	88,302	28,252	3,984	45,821
Male	236,452	65,396	63,106	61,656	14,009	2,355	29,930
Female	78,542	6,856	13,277	26,646	14,243	1,629	15,891
1977-78							
Total	324,327	76,693	80,461	88,998	27,714	4,859	45,602
Male	242,054	69,218	65,920	60,746	13,550	2,733	29,887
Female	82,273	7,475	14,541	28,252	14,164	2,126	15,715
1978-79							
Total	325,552	79,730	81,658	86,640	26,715	5,049	45,760
Male	241,310	71,803	66,289	58,011	12,771	2,817	29,619
Female	84,242	7,927	15,369	28,629	13,944	2,232	16,141
1979-80							
Total	328,810	83,821	83,541	85,580	26,077	5,016	44,775
Male	242,676	75,214	66,978	56,365	12,395	2,745	28,979
Female	86,134	8,607	16,563	29,215	13,682	2,271	15,796
1980-81							
Total	325,724	86,394	82,626	82,840	23,493	4,931	45,440
Male	240,531	77,913	66,013	53,791	10,972	2,657	29,185
Female	85,193	8,481	16,613	29,049	12,521	2,274	16,255
1981-82							
Total	330,709	89,688	83,807	82,074	23,329	5,105	46,706
Male	242,747	80,621	66,199	52,689	10,742	2,694	29,802
Female	87,962	9,067	17,608	29,385	12,587	2,411	16,904
1982-83							
Total	334,911	93,525	84,728	81,453	22,216	5,223	47,766
Male	245,185	83,667	66,175	51,877	10,404	2,732	30,330
Female	89,726	9,858	18,553	29,576	11,812	2,491	17,436
1983-84 *							
1984-85							
Total	335,816	98,879	85,066	79,082	22,095	6,136	44,558
Male	242,481	87,178	64,781	49,274	10,289	3,197	27,762
Female	93,335	11,701	20,285	29,808	11,806	2,939	16,796
1985-86							
Total	338,471	100,529	85,502	78,948	22,323	6,256	44,913
Male	242,623	88,136	64,437	48,646	10,440	3,160	27,804
Female	95,848	12,393	21,065	30,302	11,883	3,096	17,109

*The data for the 1983-84 academic year were not edited; thus, they could not be analyzed.
SOURCE: HEGIS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty" surveys.

Appendix table B.--Average salaries in current dollars of full-time instructional faculty on 9- or 10-month contracts in institutions of higher education, by academic rank, and by sex: United States, 1976-77 through 1985-86

Academic year and sex	All ranks combined	Professor	Associate professor	Assistant professor	Instructor	Lecturer	Undesignated or no academic rank
1976-77							
Total	$17,560	$23,792	$17,905	$14,662	$11,835	$13,431	$16,634
Male	18,378	24,029	18,055	14,851	12,085	14,147	17,253
Female	15,100	21,536	17,189	14,225	11,589	12,397	15,467
1977-78							
Total	18,709	25,133	18,987	15,530	12,504	14,528	17,831
Male	19,575	25,370	19,133	15,726	12,729	15,181	18,459
Female	16,159	22,943	18,325	15,109	12,288	13,688	16,637
1978-79							
Total	19,826	26,470	20,047	16,374	13,193	15,281	18,764
Male	20,785	26,727	20,221	16,602	13,441	15,927	19,462
Female	17,080	24,143	19,300	15,914	12,966	14,465	17,482
1979-80							
Total	21,379	28,388	21,451	17,465	14,023	16,122	20,477
Male	22,438	28,672	21,651	17,720	14,323	16,932	21,245
Female	18,396	25,910	20,642	16,974	13,750	15,142	19,069
1980-81							
Total	23,365	30,813	23,254	18,915	15,219	17,482	22,368
Male	24,536	31,076	23,470	19,231	15,590	18,450	23,187
Female	20,058	28,396	22,399	18,301	14,894	16,351	20,899
1981-82							
Total	25,533	33,539	25,324	20,628	16,508	18,933	24,385
Male	26,859	33,838	25,572	21,038	16,990	19,912	25,317
Female	21,874	30,879	24,391	19,894	16,097	17,839	22,743
1982-83							
Total	27,284	35,641	26,966	22,078	17,659	20,240	25,613
Male	28,729	35,997	27,278	22,603	18,236	21,361	26,582
Female	23,338	32,620	25,851	21,157	17,150	19,010	23,926
1983-84 *							
1984-85							
Total	30,447	39,743	29,945	24,668	19,567	22,334	27,548
Male	32,182	40,269	30,392	25,330	20,284	23,557	28,528
Female	25,941	35,824	28,517	23,575	18,942	21,004	25,929
1985-86							
Total	32,392	42,268	31,787	26,277	20,918	23,770	29,088
Male	34,294	42,833	32,273	27,094	21,693	25,238	30,267
Female	27,576	38,252	30,300	24,966	20,237	22,273	27,171

*The data for the 1983-84 academic year were not edited; thus, they could not be analyzed.
SOURCE: NEGIS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty" surveys.

Appendix table C.--Average salaries in current dollars of full-time instructional faculty on 9- or 10-month contracts in institutions of higher education, by academic rank, by sex, and by type and control of institution: United States, 1976-77 through 1985-86

Academic year, type, and control of institution	Average salary, by academic rank							Average salary, by sex	
	All ranks combined	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank	Men	Women
1976-77									
All institutions	$17,560	$23,792	$17,905	$14,662	$11,835	$13,431	$16,634	$18,378	$15,100
4-year	17,869	23,922	17,899	14,639	11,711	13,514	12,866	18,696	14,977
Universities	19,674	25,919	18,854	15,285	12,025	13,925	13,576	20,522	15,794
Other 4-year	16,686	22,056	17,293	14,277	11,589	12,964	12,730	17,385	14,593
2-year	16,466	20,992	17,962	14,845	12,275	11,550	16,891	17,039	15,379
Public institutions	17,845	24,092	18,356	15,029	12,142	13,595	17,054	18,620	15,573
4-year	18,313	24,272	18,388	15,037	12,019	13,701	13,391	19,091	15,539
Universities	19,403	25,474	18,822	15,299	11,930	14,003	13,345	20,223	15,744
Other 4-year	17,509	23,075	18,078	14,871	12,061	13,317	13,428	18,186	15,425
2-year	16,685	21,355	18,119	14,983	12,445	11,636	17,126	17,235	15,628
Private institutions	16,787	23,152	16,791	13,823	11,056	12,850	12,099	17,736	13,709
4-year	16,977	23,216	16,825	13,855	11,129	12,877	12,668	17,891	13,899
Universities	20,358	26,910	18,944	15,250	12,309	13,682	14,281	21,265	15,932
Other 4-year	15,248	20,183	15,806	13,243	10,831	11,609	12,575	15,959	13,218
2-year	11,637	14,189	13,958	11,989	9,526	(1)	11,409	12,193	10,850
1977-78									
All institutions	18,709	25,133	18,987	15,530	12,504	14,528	17,831	19,575	16,159
4-year	19,007	25,258	18,970	15,461	12,370	14,600	14,264	19,887	15,999
Universities	20,804	27,268	19,888	16,066	12,736	14,471	14,762	21,717	16,760
Other 4-year	17,856	23,466	18,403	15,125	12,230	14,737	14,194	18,606	15,646
2-year	17,669	22,821	19,145	16,022	12,954	13,722	18,084	18,285	16,520
Public institutions	19,045	25,493	19,484	15,956	12,846	14,706	18,259	19,867	16,684
4-year	19,517	25,667	19,510	15,914	12,723	14,802	14,661	20,347	16,619
Universities	20,502	26,792	19,824	16,039	12,578	14,593	12,592	21,386	16,654
Other 4-year	18,812	24,606	19,294	15,836	12,790	15,000	15,356	19,541	16,601
2-year	17,895	23,222	19,309	16,157	13,132	13,802	18,327	18,479	16,785
Private institutions	17,773	24,339	17,721	14,538	11,640	13,621	13,248	18,783	14,597
4-year	17,966	24,413	17,760	14,570	11,720	13,659	14,126	18,935	14,799
Universities	21,571	28,346	20,068	16,132	13,196	14,046	17,138	22,545	17,045
Other 4-year	16,147	21,288	16,667	13,897	11,353	12,946	13,864	16,901	14,037
2-year	12,191	14,141	14,423	12,443	9,925	(1)	12,059	12,759	11,470
1978-79									
All institutions	19,826	26,470	20,047	16,374	13,193	15,281	18,764	20,785	17,080
4-year	20,172	26,625	20,050	16,317	13,075	15,360	14,810	21,143	16,944
Universities	22,143	28,873	21,037	16,966	13,516	15,190	15,008	23,145	17,758
Other 4-year	18,938	24,685	19,460	15,959	12,921	15,520	14,785	19,764	16,579
2-year	18,611	23,721	20,023	16,789	13,605	14,132	19,011	19,285	17,390
Public institutions	20,182	26,791	20,564	16,831	13,588	15,516	19,174	21,084	17,646
4-year	20,726	27,006	20,619	16,805	13,487	15,613	15,292	21,633	17,627
Universities	21,848	28,365	20,997	16,939	13,366	15,341	12,996	22,829	17,647
Other 4-year	19,938	25,766	20,367	16,721	13,539	15,847	16,197	20,723	17,617
2-year	18,844	24,063	20,205	16,961	13,834	14,289	19,232	19,475	17,676
Private institutions	18,822	25,731	18,720	15,317	12,227	14,068	13,615	19,955	15,388
4-year	19,025	25,803	18,766	15,359	12,321	14,128	14,664	20,107	15,611
Universities	22,912	30,078	21,150	17,036	13,959	14,634	17,911	23,955	18,068
Other 4-year	17,123	22,539	17,671	14,649	11,948	13,353	14,461	17,979	14,828
2-year	12,496	15,796	15,210	12,868	10,564	(1)	11,955	13,048	11,898

Appendix table C.--Average salaries in current dollars of full-time instructional faculty on 9- or 10-month contracts in institutions of higher education, by academic rank, by sex, and by type and control of institution: United States, 1976-77 through 1985-86--continued

Academic year, type, and control of institution	Average salary, by academic rank							Average salary, by sex	
	All ranks combined	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank	Men	Women
1979-80									
All institutions	$21,379	$28,388	$21,451	$17,465	$14,023	$16,122	$20,477	$22,438	$18,396
4-year	21,719	28,588	21,469	17,411	13,899	16,190	15,803	22,795	18,225
Universities	23,700	30,876	22,427	18,052	14,189	16,123	15,144	24,821	18,953
Other 4-year	20,449	26,626	20,880	17,047	13,794	16,255	15,877	21,368	17,887
2-year	20,166	25,101	21,292	17,867	14,464	15,050	20,737	20,923	18,801
Public institutions	21,820	28,786	22,041	17,986	14,443	16,597	20,920	22,819	19,042
4-year	22,379	29,067	22,132	17,971	14,331	16,663	16,550	23,392	18,985
Universities	23,369	30,290	22,371	18,031	14,726	16,376	14,712	24,466	18,805
Other 4-year	21,662	27,953	21,967	17,932	14,474	16,945	17,188	22,549	19,083
2-year	20,429	25,486	21,473	18,060	14,721	15,666	20,986	21,131	19,134
Private institutions	20,160	27,466	19,980	16,303	13,017	14,061	14,336	21,397	16,539
4-year	20,376	27,556	20,027	16,349	13,125	14,211	15,535	21,553	16,787
Universities	24,556	32,277	22,581	18,105	14,720	15,073	16,042	25,731	19,355
Other 4-year	18,313	24,006	18,825	15,594	12,782	13,352	15,511	19,225	15,947
2-year	13,250	16,554	16,182	13,585	10,987	(1)	12,709	13,938	12,541
1980-81									
All institutions	23,365	30,813	23,254	18,915	15,219	17,482	22,368	24,536	20,058
4-year	23,755	31,055	23,300	18,877	15,092	17,531	17,375	24,939	19,876
Universities	25,913	33,528	24,392	19,669	15,479	17,282	15,978	27,155	20,736
Other 4-year	22,328	28,909	22,607	18,419	14,946	17,820	17,526	23,341	19,452
2-year	21,959	26,747	22,831	19,212	15,678	16,640	22,636	22,795	20,484
Public institutions	23,773	31,113	23,782	19,434	15,607	17,728	22,838	24,893	20,692
4-year	24,391	31,455	23,901	19,442	15,465	17,784	19,400	25,520	20,617
Universities	25,573	32,946	24,268	19,634	15,269	17,425	16,976	26,787	20,565
Other 4-year	23,525	30,114	23,643	19,315	15,556	18,159	20,129	24,516	20,647
2-year	22,218	27,025	22,991	19,393	15,966	16,884	22,888	23,001	20,812
Private institutions	22,226	30,099	21,924	17,793	14,263	16,219	15,946	23,566	18,154
4-year	22,447	30,172	21,967	17,837	14,390	16,290	16,654	23,726	18,414
Universities	26,762	34,896	24,730	19,751	16,106	16,742	14,314	28,070	21,177
Other 4-year	20,144	26,384	20,579	16,970	13,965	15,390	16,776	21,160	17,370
2-year	15,112	18,807	18,047	14,710	12,163	(1)	15,082	16,231	13,828
1981-82									
All institutions	25,533	33,539	25,324	20,628	16,508	18,933	24,385	26,859	21,874
4-year	25,982	33,828	25,377	20,601	16,368	18,965	18,609	27,323	21,673
Universities	28,465	36,693	26,619	21,631	16,749	18,682	19,369	29,891	22,605
Other 4-year	24,414	31,487	24,628	20,028	16,229	19,254	18,536	25,553	21,236
2-year	23,968	29,191	24,851	20,833	16,976	18,391	24,705	24,913	22,329
Public institutions	25,919	33,686	25,839	21,173	16,895	19,081	24,920	27,174	22,548
4-year	26,615	34,080	25,975	21,201	16,754	19,121	21,081	27,880	22,470
Universities	27,900	35,715	26,374	21,512	16,403	18,644	18,957	29,286	22,288
Other 4-year	25,699	32,674	25,703	21,000	16,914	19,563	21,744	26,796	22,568
2-year	24,238	29,455	24,991	21,032	17,222	18,519	24,978	25,126	22,669
Private institutions	24,454	33,187	24,029	19,477	15,552	18,146	16,591	26,002	19,841
4-year	24,695	33,269	24,070	19,526	15,664	18,188	17,721	26,174	20,123
Universities	29,923	39,071	27,314	21,913	17,811	18,827	20,409	31,437	23,458
Other 4-year	22,146	29,046	22,598	18,533	15,175	17,126	17,627	23,322	18,985
2-year	15,950	21,404	20,112	16,271	13,606	(1)	14,887	16,978	14,882

Appendix table C.--Average salaries in current dollars of full-time instructional faculty on 9- or 10-month contracts in institutions of higher education, by academic rank, by sex, and by type and control of institution: United States, 1976-77 through 1985-86--continued

Academic year, type, and control of institution	Average salary, by academic rank							Average salary, by sex	
	All ranks combined	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank	Men	Women
1982-83									
All institutions	$27,284	$35,641	$26,966	$22,078	$17,659	$20,240	$25,613	$28,729	$23,338
4-year	27,849	35,972	27,051	22,072	17,499	20,239	19,819	29,301	23,220
Universities	30,723	39,374	28,502	23,398	17,944	20,200	19,796	32,278	24,410
Other 4-year	26,031	33,230	26,164	21,336	17,348	20,280	19,822	27,245	22,658
2-year	25,327	30,887	26,225	22,126	18,177	20,255	25,930	26,335	23,604
Public institutions	27,522	35,504	27,356	22,544	17,999	20,151	26,135	28,878	23,912
4-year	28,317	35,928	27,513	22,588	17,772	20,144	21,348	29,678	23,885
Universities	29,904	38,041	28,086	23,112	17,416	19,909	19,010	31,398	23,918
Other 4-year	27,179	34,135	27,115	22,245	17,923	20,360	22,716	28,344	23,868
2-year	25,613	31,175	26,390	22,318	18,523	20,255	26,204	26,566	23,952
Private institutions	26,617	35,976	25,989	21,102	16,795	20,656	17,968	28,319	21,598
4-year	26,896	36,072	26,045	21,155	16,985	20,656	19,297	28,521	21,924
Universities	32,861	42,658	29,692	24,095	19,701	21,092	23,123	34,554	25,745
Other 4-year	24,003	31,341	24,389	19,963	16,431	19,644	19,180	25,273	20,619
2-year	16,623	21,106	20,146	17,392	13,967	(1)	15,941	17,440	15,797
1983-84 [2]									
1984-85									
All institutions	30,447	39,743	29,945	24,668	19,567	22,334	27,548	32,182	25,941
4-year	31,255	40,249	30,091	24,731	19,331	22,414	21,795	32,994	26,015
Universities	34,884	44,453	31,664	26,420	19,627	22,796	23,357	36,711	27,522
Other 4-year	29,613	37,826	29,405	24,065	19,258	22,201	21,688	31,142	25,516
2-year	27,530	33,498	28,700	24,176	20,282	21,125	27,955	28,620	25,767
Public institutions	30,646	39,521	30,355	25,155	19,996	22,497	28,135	32,240	26,566
4-year	31,764	40,176	30,595	25,287	19,674	22,511	23,392	33,344	26,813
Universities	33,705	42,590	30,963	25,926	18,976	22,454	22,507	35,446	26,794
Other 4-year	30,788	38,717	30,415	24,998	19,894	22,539	23,534	32,200	26,821
2-year	27,884	33,805	28,937	24,473	20,674	22,311	28,242	28,891	26,172
Private institutions	29,910	40,280	28,963	23,666	18,523	21,641	20,014	32,028	24,186
4-year	30,247	40,409	29,049	23,757	18,726	22,018	21,083	32,278	24,560
Universities	37,825	48,945	33,524	27,569	21,778	23,758	25,055	39,833	29,419
Other 4-year	27,498	35,985	27,518	22,592	18,277	20,417	20,956	29,169	23,383
2-year	18,510	23,580	(1)	18,440	15,685	(1)	18,186	19,460	17,575
1985-86									
All institutions	32,392	42,268	31,787	26,277	20,918	23,770	29,088	34,294	27,576
4-year	33,270	42,803	31,940	26,335	20,383	23,805	24,055	35,174	27,696
Universities	37,145	47,323	33,656	28,242	20,626	24,129	24,923	39,151	29,354
Other 4-year	31,553	40,285	31,199	25,601	20,323	23,632	23,997	33,237	27,152
2-year	29,259	36,076	30,483	25,823	22,434	23,154	29,420	30,490	27,294
Public institutions	32,750	42,328	32,367	26,951	21,553	23,839	29,597	34,528	28,299
4-year	34,033	43,044	32,642	27,100	20,895	23,862	25,142	35,786	28,680
Universities	36,152	45,660	33,018	27,860	20,035	23,877	24,201	38,089	28,671
Other 4-year	32,977	41,481	32,460	26,762	21,167	23,854	25,265	34,542	28,683
2-year	29,590	36,418	30,733	26,162	22,818	23,500	29,712	30,758	27,693
Private institutions	31,402	42,118	30,400	24,891	19,314	23,477	21,577	33,656	25,523
4-year	31,732	42,260	30,486	24,987	19,483	23,574	23,394	33,900	25,889
Universities	39,751	51,682	35,387	29,165	22,581	24,866	26,602	41,929	31,174
Other 4-year	28,982	37,803	28,862	23,777	19,031	22,539	23,295	30,789	24,640
2-year	19,436	24,519	22,291	19,297	16,419	(1)	18,783	20,412	18,504

1 The number of faculty reported in this category were too small to yield reliable results.
2 The data for the 1983-84 academic year were not edited; thus, they could not be analyzed.
SOURCE: HEGIS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty" surveys.

Appendix table D.--Consumer Price Index (CPI) factors: 1976-66 through 1985-86

Fiscal year	CPI factor*
	(1985-86=1.000)
1985-86	1.000
1984-85	1.029
1983-84	1.069
1982-83	1.109
1981-82	1.156
1980-81	1.256
1979-80	1.402
1978-79	1.588
1977-78	1.737
1976-77	1.854

*The factors used to convert current dollars to constant 1985-86 dollars.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics, Consumer Price Index for July 1-June 30.